



STATE HOUSE TO HOST MONTH-LONG CELEBRATION

"Holidays at the State House" is the theme of a month-long celebration of the season that will highlight, with exquisite displays, the ethnic diversity of Rhode Island.

Activities kick-off on Monday, December 6, at 6:30 p.m. on the south steps of the State House with the State Christmas Tree lighting ceremony hosted by Governor and Mrs. Bruce Sundlun, all of the general officers, the members of the General Assembly, and the Rhode Island Heritage Commission.

Rhode Island legend "Salty" Brine will emcee the program, and Mr. and Mrs. Joseph Frisella, as Santa and Mrs. Claus, will greet the children. Featured entertainment will be provided by the Cumberland Company, in medieval costume, who will celebrate the season in song. A collation of hot cider and cookies will follow.

Each week day from December 7th through the 23rd, from 11:30 a.m. to 12:30 p.m. will feature a lunchtime performance by various artists. The first in the series will feature the Toll Gate High School String Orchestra under the direction of Carol Pelligrino.

In addition to noontime performances, evening entertainment is scheduled for December 7, 8 and 9 from 7-8:30 p.m.; Saturday, December 11 from 12:30 p.m.; and on Sunday, December 12, from 1-4:00 p.m.

All expenses associated with "Holidays at the State House" have been met by generous contributors whose efforts are appropriately recognized in the rotunda.

All Rhode Islanders are invited to view the many ethnic displays sponsored by the Rhode Island Heritage Commission, and to enjoy the special entertainment of the holiday season.

THE GOVERNOR'S HOLIDAY MESSAGE



Bruce Sundlun
Governor

STATE OF RHODE ISLAND
AND PROVIDENCE PLANTATIONS
EXECUTIVE CHAMBER, PROVIDENCE

Dear Fellow State Employee:

The people who work for Rhode Island are the people who make Rhode Island work. You are part of a tremendous team of competent professionals and compassionate public servants. Together, we have seen Rhode Island through a difficult economic recession, and we have laid a firm foundation for a promising future.

Now, it's time to begin rebuilding. As we approach the end of 1993, we begin a new era of progress and opportunity. The citizens of this state deserve our very best effort, and that's exactly what they get every day of the year.

Rhode Island faces the new year with new hope. Thank you for your continued hard work in helping Rhode Island reach its goals.

Happy Holidays and a healthy New Year to you and your family.

Best personal wishes.

Sincerely,

PRESIDENT CLINTON'S Rx FOR HEALTH CARE REFORM

The President, in a national address, presented his much awaited plan to reform the country's health care system. Directed at providing universal health care for all citizens and legal residents and controlling the growth in health care spending, the reform package is expected to cost \$350 billion

over five years. The Administration expects to raise revenues through a combination of expanded coverage, resulting in higher premium collections, new excise taxes, streamlining paperwork and reductions in Medicaid and Medicare spending.

(Continued on page 3)

Season's Greetings



FROM THE OFFICE OF THE GOVERNOR

Executive Orders

No. Date Subject

- 93-16 8-26-93 Requires agency directors to submit a comprehensive plan to improve customer service in their agency consistent with the recommendations of the Red Tape Commission.
- 93-17 9-15-93 Establishes the RI Health Care Reform Commission to monitor national health care reform initiatives.
- 93-18 9-16-93 Establishes the General Public Assistance Task Force to examine the impact of changes in GPA eligibility criteria.
- 93-19 9-24-93 Creates a task force to determine the future of the Ladd Center.
- 93-20 9-24-93 Establishes an Underground Storage Tank Study Commission to recommend means of establishing funding and managing a state underground storage tank trust fund.
- 93-21 9-24-93 Declares a water emergency in the Town of Jamestown.
- 93-22 10-13-93 Creates a special commission to study the feasibility of the transfer of licensing of auto collision repair business from the Department of Business Regulation to the Department of Labor.
- 93-23 10-23-93 Establishes a Statewide Independent Living Council.
- 93-24 10-29-93 Establishes a State Rehabilitation Advisory Council.

DEPT. OF CHILDREN, YOUTH AND FAMILIES

Dear Rhode Islander:

Over the last several years, the Rhode Island Department of Children, Youth and Families has seen a dramatic increase in the number of children of color requiring the Department's services. In an effort to appropriately provide for these children, I am appealing to you for your assistance.

Temporary homes are a necessity when children must be removed from their own homes. Foster families become a source of support for children in the midst of transition either back to their parents or to a permanent family. In many cases, foster parents become adoptive parents.

The Department provides orientation, training and other support services to its foster parents.

If you are interested in helping to address this important human need, please call Ms. Patricia Mathews at 457-4789 or Ms. Robin Perez at 457-4984.

LINA D'AMARIO ROSSI
Director, DCYF

pRIde

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EMPLOYEE BENEFIT ISSUES

by Brian E. Keeler
Chief of Employee Benefits

Health Care Reform

By now you know that there has been an overwhelming amount of press coverage about President Clinton's Health Care Reform proposal. As of this writing actual legislation has not been introduced in Congress. I've tried to keep myself current on all aspects of this proposal and have read just about everything I can get my hands on. Unfortunately, what I've found mostly is conflicting stories, rumors, self serving analysis and general confusion on specifics.

As I've said, we really won't know for sure until a bill is introduced and then of course months of debate will ensue in Congress, perhaps resulting in significant changes to the original bill. For now, I have included elsewhere in this newsletter, the best concise summary of the President's plan I've found so far. I would urge you to read it.

All this said, the reason I call this to your attention, is to try to respond to the concerns of State employees. I have had many questions as a result of this publicity. My goal is to try to keep you informed as best I can as events unfold. My message at this time is to suggest that it is just too early in the process to draw final conclusions. You can "what if" this subject ad infinitum and needlessly concern yourself.

For your information, there is an active Legislative Commission meeting to review and analyze the Clinton plan and to develop a plan for the State to respond. Director Harry Baird is on the Commission and I have been attending all the meetings (open to the public). For further details, or if you would like to discuss any health care reform issues with me, please call the State Employee Benefits Office at 277-3160.

Open Enrollment — Pre Paid Legal Plan

February, 1994 — details will be available in the next *Pride*.

Deferred Compensation Enrollment Drive

There is a "Continuous Open Enrollment" for the Deferred Compensation Plans, Aetna (456-2900) and VALIC (1-800-448-2542). This means that you can sign up at anytime by calling the numbers indicated. In addition, since the plans have been enhanced after the recent bid awards, the carriers are currently visiting many agencies together for on-site enrollments. Watch for a notice in your agency or call the carriers to find out if they will visit your agency or a nearby one for your convenience.

Additional Locations

Harvard Community Health Plan — NE

Harvard will be affiliating with several medical groups within the more rural Rhode Island areas. As of January 1, 1994, current Harvard members may join these groups if the site is more convenient to them. Look for more information elsewhere in this newsletter.

CLINTON'S HEALTH PLAN

(Continued from page 1)

Purchasing Health Care: The cornerstone of the plan would be the creation of state-based health insurance purchasing coalitions called health alliances. Employers would continue to be the main providers of health care; however, self-employed or unemployed individuals could purchase coverage directly from the alliance. State and local governments would be required to purchase their employees' choice of health care plans through a health alliance. Private-sector employers with 5,000 or more employees could continue to be self-insured. Responsibility for setting-up and running the health alliances would fall to the states. These alliances, organized by regions within a state or geographic area, would offer plan choices including fee-for-service and managed care programs, negotiate premiums, contract with providers and provide benefits information to enrollees.

Health Plans: Provider networks of hospitals, doctors and insurance companies would be created. These networks, called health plans, would compete to provide health care coverage to the members of the alliances. A federally guaranteed benefits package would include hospital care, emergency care, doctor visits, pregnancy related services, hospice and home health care, laboratory tests and prescription drugs. Dental coverage would be available to children up to 18 years of age, and mental health services would be limited. Each health plan would be required to offer the standardized package but could provide additional services.

Employer Mandate: For full-time employees, employers would be required to pay for 80 percent of the "average cost" of the standards benefits package. Employees would pay the remainder and are required to participate. The employer contribution would be pro-rated for part-time and seasonal workers based on the number of hours worked; however, no employer who purchases through an alliance would be required to pay more than 7.9 percent of the payroll for health care expenses. Federal subsidies to assist small business and low income individuals would be available.

Cost Containment: Competition among providers is expected to slow the growth in health care costs. A seven-member National Health Board would administer a national health care budget, limit the growth in insurance premiums and oversee the implementation of the health alliances by the states.

A legislative and political gauntlet lies ahead. In the last analysis, it will be Congress that crafts the health care reform bill. There is a wide divergence in Congress on "how to" reconstruct America's health care system but general acknowledgement that the system is in crisis. More than 50 congressional committees are vying for jurisdiction over pieces of the bill, speedy passage is not expected. Although the details of the final reform package are not presently known, a guarded diagnosis indicates its enactment prior to the 1996 congressional elections.

Reprinted with permission from Government Finance Officers Association's **Pension & Benefits Update**, Sept./Oct. 93.

OFFICE OF TRAINING AND DEVELOPMENT COURSES

Introduction to Word Perfect 5.1 Fee \$99
No prior word processing experience necessary! Topics include setting margins and tabs; page numbering and formatting; creating directories; using the database and mail merge features; and much more. Each participant will have a computer. 5 Weds. beginning Jan. 19; 9 a.m.-12 noon. Instructors: James Davis, Ed.D., and Tina M. Rosa.

Using Lotus 1-2-3 Fee \$99
Topics include moving around the spreadsheet, entering labels, values and formulas, printing, creating graphs, using Lotus as a database, and macros. Requires little or no experience. 5 Thurs. beginning Jan. 20; or 5 Fri. beginning Jan. 21; 9 a.m.-12 noon. Instructor: Michael Hughes, M.A.

Introduction to the Disk Operating System (DOS) Fee \$20
This course will serve as an introduction to the Disk Operating System. Topics will include basic DOS commands, making and removing sub-directories, copying files, and formatting disks. Participants will have their own computer. Wed., Dec. 8; 9 a.m.-12 noon. Or Tues., Jan. 11; 9 a.m. 12 noon. Instructor: Michael Hughes, M.A.

Introduction to Personal Computers Fee \$35
In this full-day course you will learn the basics about using the personal computer. Topics include computer hardware, disk operating system, word processing, databases, and spreadsheet programs. Participants will have their own computers. No experience necessary! Tues., Dec. 14; 9 a.m.-4 p.m. Or Fri., Jan. 14; 9 a.m.-4 p.m. Instructor: Michael Hughes, M.A.

Using the TDD Fee \$5*
This mini-course will provide participants with the knowledge and skills necessary to operate a Telecommunications Device for the hearing impaired. Fri., Jan. 28; 9 a.m.-12 noon. Instructor: George Whalen.

*This course is co-sponsored with the State Building Commission.

FEDERAL, STATE AND ALLIANCE RESPONSIBILITIES

THE FEDERAL GOVERNMENT

- Sets the basic system framework
- Federally guaranteed benefits package
- Determines budget baseline, increases, and enforcement.
- Insurance reform

THE STATES

- Within federal framework, adopt health reform arrangement of choice (e.g. single payor, managed competition, etc.)
- Establishes alliances
- Certify health plans
- Monitor quality of and access to care
- Implement insurance and malpractice reform

ALLIANCES

- Serves as collective purchasing agent for employers and consumers at the local levels.
- Solicit competitive bids from health plans
- Disseminate consumer information materials
- Enroll all eligible residents
- Collect premiums and pay health plans
- May administer subsidies

This Calendar is Brought to You by

The Office of Personnel Administration

1994

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1994 STATE HOLIDAY CELEBRATIONS

- New Year's Day - Saturday, January 1
- Dr. Martin Luther King Jr.'s Birthday - Monday, January 17
- Memorial Day - Monday, May 30
- Independence Day - Monday, July 4
- Victory Day - Monday, August 8
- Labor Day - Monday, September 5
- Columbus Day - Monday, October 10
- Election Day - Tuesday, November 8
- Veteran's Day - Friday, November 11
- Thanksgiving Day - Thursday, November 24
- Christmas Day - Sunday, December 25 (We celebrate on Monday)

CIRCLED DAYS INDICATE PAY DAY FOR STATE EMPLOYEES

YOU SHOULDN'T

When you're feeling sick, the last thing you want

HAVE TO PASS TEN

to do is trudge across town. Which is why we offer nine

GAS STATIONS, SIX

convenient locations throughout the area. In fact, we're growing. Recently,

BURGER WORLDS AND A

we added three new sites, including South County Internal Medicine, South

KIDNEY STONE ON YOUR

County Pediatric Group, and Wickford Internists. And we also have plans to

WAY TO THE

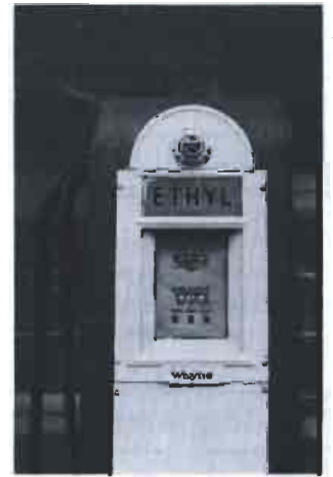
expand even more over the next year.

DOCTOR.

For the location near you, call 1-800-444-1210.

And discover that we cover Rhode

Island as completely as we cover you.



Harvard Community
Health Plan *of New England*

WE'RE WHAT HEALTH CARE SHOULD BE.™

SHOULDN'T THE

If you need surgery, you shouldn't have to wait for an

PERSON WHO DECIDES

insurance company to decide whether or not it'll pay for it. And as a member

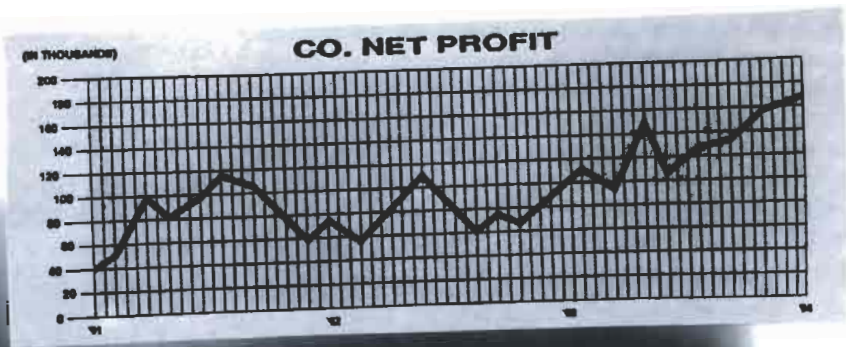
IF YOU

of Harvard Community

NEED

Health Plan of New

TO BE



England, you never will. Because we leave all the decisions about your health to

HOSPITALIZED BE MORE

our doctors. So if our physicians say you need an operation, that's it. You get it.

CONCERNED ABOUT

Regardless

of cost. In fact, there

THE

are no

dollar limits on hospital

LINE

coverage. Even major

ON THE BOTTOM?

operations like

heart transplants are fully covered. For all the details, call 1-800-848-HEALTH.

Because providing the finest care possible

is our bottom line.

 **Harvard Community
Health Plan of New England**
WE'RE WHAT HEALTH CARE SHOULD BE.™